

R 221413Z DEC 11

FM COMDT COGARD WASHINGTON DC//CG-1/FC-C// TO ALCOAST BT UNCLAS //N01430//
ALCOAST 577/11 COMDTNOTE 1430

SUBJ: ENLISTED RATING ADVANCEMENT TRAINING SYSTEM (ERATS) IMPLEMENTATION

A. ENLISTED ACCESSIONS, ADVANCEMENTS, AND EVALUATIONS, COMDTINST
M1000.2(SERIES)

B. PERFORMANCE, TRAINING, AND EDUCATION MANUAL, COMDTINST
M1500.10(SERIES)

C. COMCOGARD FORCECOM ALAMEDA CA 040208Z FEB 11/ALCOAST 033/11 1. THIS
MESSAGE ANNOUNCES THE SERVICEWIDE TRANSITION TO THE ENLISTED RATING
ADVANCEMENT TRAINING SYSTEM (ERATS) AND CONSEQUENT CHANGES TO REFS (A) AND
(B).

2. ERATS IS A MULTI-YEAR INITIATIVE AND PARTNERSHIP AMONG FORCECOM, RATING
FORCE MASTER CHIEFS (RFMCS) AND COMDT (CG-1) TO IMPROVE THE WAY WE PREPARE
OUR ENLISTED WORKFORCE IN RATING SPECIFIC PERFORMANCE REQUIREMENTS.
CHANGES WERE MADE TO IMPROVE THE ALIGNMENT OF RATING TRAINING TO
ORGANIZATIONAL GOALS AND TECHNOLOGICAL CHANGE AND TO LEVERAGE THE FULL
RANGE OF LEARNING RESOURCES AVAILABLE TO BEST SUPPORT WORKFORCE
PERFORMANCE.

3. IN MARCH 2011, FORCECOM CONVENED AN ERATS INTEGRATED PROCESS TEAM
(IPT), REPRESENTING KEY STAKEHOLDERS TO DISCUSS THIS NEW SERVICEWIDE
STRATEGY. THE IPT DESIGNED THE POLICY AND TECHNICAL STRUCTURES NECESSARY
FOR IMPLEMENTATION OF THE INITIATIVES DESCRIBED IN PARA 4 AND 5.

4. LISTED BELOW ARE CHANGES TO SERVICEWIDE (SWE) ELIGIBILITY REQUIREMENTS
AND PROCESSES THAT WILL BE PHASED IN FOR ALL RATINGS BY
2015 ACCORDING TO THE ROLLOUT PLAN IN PARA 6. ALL RATES WILL CONTINUE TO
FOLLOW CURRENT SWE ELIGIBILITY REQUIREMENTS AND PROCESSES LISTED IN REF
(A) UNTIL THE CHANGES BELOW ARE SPECIFICALLY PROMULGATED FOR EACH RATING:

A. RATING PERFORMANCE QUALIFICATIONS (RPQ). ENLISTED PERFORMANCE
QUALIFICATIONS WILL BE REPLACED BY THE RPQ. AS SPECIFIED IN REF (C), THE
RPQ PROVIDES ENLISTED PERSONNEL AND SUPERVISORS WITH CLEAR AND DETAILED
PERFORMANCE GUIDANCE AND EXPECTATIONS.

B. PERFORMANCE QUALIFICATION GUIDE (PQG). COMPLETION OF A PERFORMANCE
QUALIFICATION GUIDE RATE TRAINING COURSE WILL NO LONGER BE A REQUIREMENT
FOR ADVANCEMENT.

C. RATING ADVANCEMENT TEST (RAT). THE END-OF-COURSE TEST WILL BE
REPLACED BY THE RAT AS ANNOUNCED IN REF (C). THE RAT WILL BE BASED ON
CURRENT RPQ AND MAY BE ADMINISTERED ONLINE AS INDICATED IN PARA 5.C.
BELOW.

D. RATING COMPETENCY. THIS COMPETENCY WILL BE USED TO RECORD AND
REPORT COMPLETION OF ALL RATE TRAINING REQUIREMENTS INCLUDING RPQ, RAT,
AND CORE COMPETENCIES IN DIRECT-ACCESS TO COMPUTE SWE ELIGIBILITY.

5. THE FOLLOWING INITIATIVES WILL BE IMPLEMENTED FOR EACH RATING IN ORDER
TO IMPROVE THE EXECUTION AND MAINTENANCE OF RATING TRAINING:

A. RATING TRAINING ADVISORY COUNCIL (RTAC). AN INTEGRATED PROCESS TEAM
COMPRISED OF TRAINING STAKEHOLDERS, ESTABLISHED FOR EACH RATING AND
EMPOWERED TO MAKE INCREMENTAL CHANGES TO RATING PERFORMANCE REQUIREMENTS
AND TRAINING.

B. RATING REVIEW PROCESS. THIS PROCESS HAS BEEN IMPROVED TO REDUCE THE
CYCLE TIME TO COMPLETE COMPREHENSIVE TRAINING UPDATES, THROUGH THE
COLLABORATION OF RTAC MEMBERS AND INTEGRATION OF HUMAN PERFORMANCE
TECHNOLOGY (HPT) INTO THE OCCUPATIONAL ANALYSIS PROCESS.

C. TESTING SYSTEM UPGRADES.

(1) E-TESTING CAPABILITY IS NOW AVAILABLE TO DELIVER RATS.

E-TESTING ENABLES IMPROVEMENTS IN TEST-ITEM QUALITY AND COLLECTS DATA NEEDED TO CONTINUALLY IMPROVE PERFORMANCE AND TRAINING PROGRAMS.

(2) ALL RATING TESTS (RAT AND SWE) WILL BE DEVELOPED AND MANAGED USING ADDITIONAL PROFESSIONAL TEST DEVELOPMENT STANDARDS AND PROCESSES.

D. NEW OR REDEFINED JOB FUNCTIONS. THE FOLLOWING JOBS FUNCTIONS MAY BE ESTABLISHED FOR EACH RATING:

(1) REVIEWER. THIS OPTIONAL UNIT-LEVEL FUNCTION MAY BE DELEGATED BY COMMANDING OFFICERS AND OFFICERS-IN-CHARGE TO ADMINISTER AND VALIDATE THE TRAINING-RELATED ADVANCEMENT REQUIREMENTS DEFINED IN PARA 4 ABOVE. THE REVIEWER ROLE HAS BEEN ADDED AS AN APPROVAL AUTHORITY WITHIN TRAINING-MANAGEMENT TOOL (TMT) FOR THE RATING COMPETENCY.

(2) RATING KNOWLEDGE MANAGER (RKM). THIS TRAINING CENTER FUNCTION WILL REPLACE THE LEGACY SUBJECT MATTER SPECIALIST (SMS) ROLE FOR EACH RATING. THE RKM IS NECESSARY TO COLLECT, ORGANIZE, AND DISSEMINATE LEARNING RESOURCES IN SUPPORT OF THE RPQ, TO MAINTAIN RPQS AND ASSOCIATED TEST-ITEMS, AND TO CAPTURE BEST-PRACTICES TO IMPROVE TRAINING AND PERFORMANCE SUPPORT.

(3) TEST DEVELOPMENT MANAGER. THIS TRAINING CENTER FUNCTION WILL PROVIDE TEST QUALITY CONTROL TO ENFORCE COMPLIANCE WITH TEST DEVELOPMENT STANDARDS TO ENSURE INTEGRITY OF RATING TESTS.

6. RATINGS WILL TRANSITION TO ERATS ACCORDING TO THE FOLLOWING SCHEDULE AND WILL BE PRECEDED BY ALCOAST ANNOUNCEMENT:

A. MAY 2012: MST

B. OCT 2012: IV

B. NOV 2012: OS

C. MAY 2013: AET, AMT, AST, HS, SK, AND PA

D. NOV 2013: FS, DC, EM

E. MAY 2014: ME

F. NOV 2014: MK, IT

G. MAY 2015: GM, YN

H. NOV 2015: IS, ET, BM

7. CHANGES DESCRIBED IN THIS MESSAGE WILL BE INCORPORATED INTO REFS (A) AND (B) IN THE NEXT UPDATE.

8. QUESTIONS REGARDING IMPLEMENTATION OF THIS SYSTEM MAY BE ADDRESSED TO LCDR BILL GIBBONS (202)475-5480 OR LT CHRIS MCCANN (202)475-5484.

9. RELEASED BY RADM RONALD. T. HEWITT, ASSISTANT COMMANDANT FOR HUMAN RESOURCES, AND RDML STEPHEN E. MEHLING, COMMANDER, FORCE READINESS COMMAND.

10. INTERNET RELEASE AUTHORIZED.

BT

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